Training and Employment Development

COLLECTIVE BARGAINING IN NEW BRUNSWICK

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INDUSTRIAL RELATIONS BRANCH

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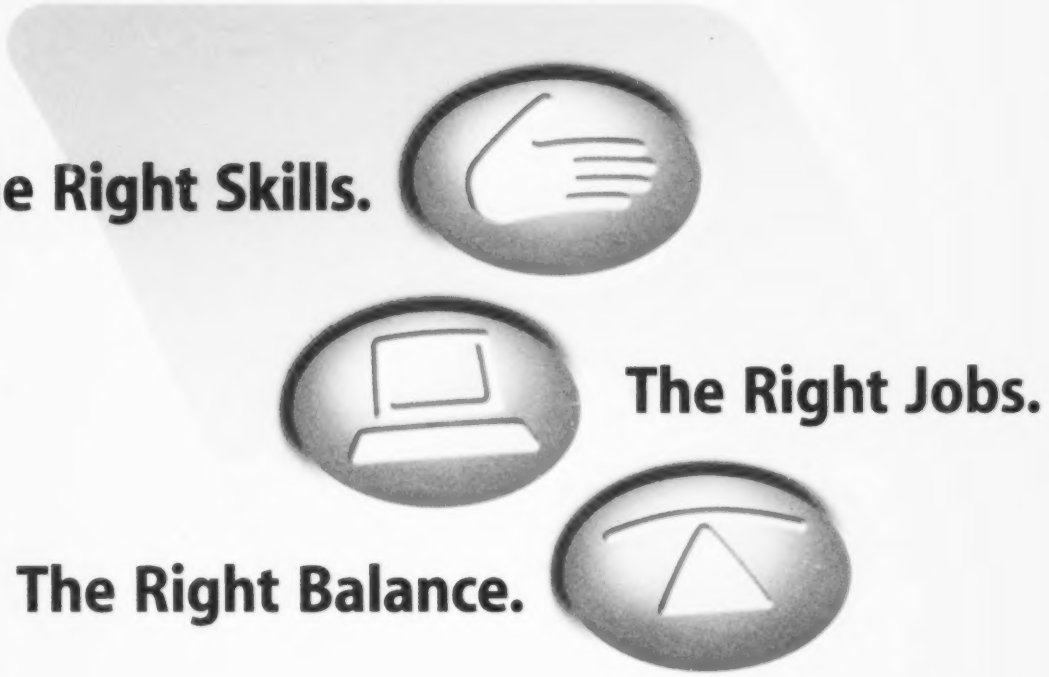


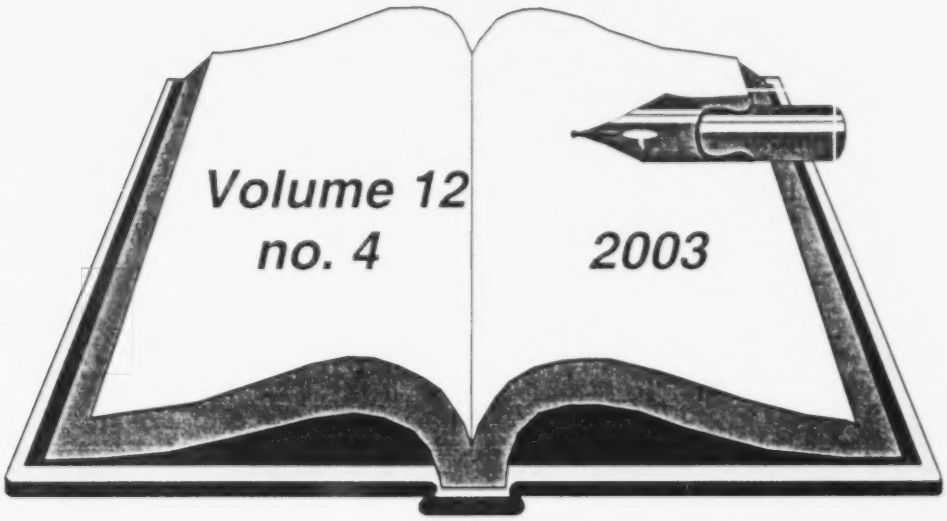
"Committed to the Prosperity Plan"

New Nouveau Brunswick CANADA

104-02656/

New Nouveau Brunswick

Collective Bargaining in New Brunswick



Department of
Training & Employment Development

ISSN 1193-3437

FORWARD

Collective Bargaining in New Brunswick is a quarterly report which contains summaries of collective bargaining settlements and grievance arbitration awards that are filed with the Department.

The data contained in this issue are derived from 20 settlements and 11 awards which were received by the Department during the period of October 1st to December 31st, 2003.

It should be noted that notwithstanding the information contained in this report, the only authoritative documents for this type of information are the collective agreements and arbitration awards themselves. These documents are available for viewing through this office and may be purchased in copy form at a cost of $0.30 per page (plus H.S.T.). When requesting information on a specific collective agreement or arbitration award, the corresponding reference number indicated in the report should be specified.

The Industrial Relations Branch wishes to acknowledge the cooperation of individuals representing Management and Labour who have promptly provided the information necessary for the completion of this issue. If you should have any questions or concerns, please contact this office at 506.453.2261.

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CONTENTS

INDEX OF SETTLEMENTS VII

DEFINITIONS IX

GLOSSARY OF COST OF LIVING ALLOWANCE (COLA) TERMS .. XI

SETTLEMENTS

Administration & Support Waste Management & Remediation Services 3
Construction 4
Health Care & Social Assistance 12
Manufacturing 15
Public Administration 19
Retail Trade 22

GRIEVANCE ARBITRATION AWARDS 25

APPENDICES - Summary of Charts and Table 33

Chart 1 - COLA's in New Brunswick (October 1st – December 31st, 2003) 35

Chart 2 - Duration in Months of Collective Agreements (October 1st – December 31st, 2003) 36

Table I - Wage Increase by Industry (October 1st – December 31st, 2003) 37

INDEX TO SETTLEMENTS REPORTED

Employer and Location	Union	Page
Blackville Lumber, Blackville	Communications, Energy & Paperworkers Union, Local 144	15
Canadian Blood Services, New Brunswick Centre, Saint John	Canadian Union of Public Employees, Local 1655	12
Cercueils Alliance Caskets Inc., Edmundston	United Brotherhood of Carpenters & Joiners of America, Local 1386	16
City of Dieppe, Dieppe	Canadian Union of Public Employees, Local 3515	19
Grand Lake Timber, Chipman	Communications, Energy & Paperworkers Union, Local 104	16
Jobs Unlimited Inc., Fredericton	Canadian Union of Public Employees, Local 3471	13
Lounsbury Company Limited, Miramichi	International Association of Machinists and Aerospace Workers, Local Lodge 2419	22
Mechanical Contractors Association of N.B.	Sheet Metal Workers International, Local 437	4
Mechanical Contractors Association of N.B. Inc., Moncton	Sheet Metal Workers International Association, Local 437	5
N.Y. Thermal Inc., Sussex	Communications, Energy and Paperworkers, Local 49N	18
Noranda Inc., Brunswick Smelter, Bulk Handling Operation, Belledune	Communications, Energy and Paperworkers, Local 768; International Brotherhood of Electrical Workers, Local 1150; United Association of Journyemen & Apprentices of the Plumbing & Pipefitting Industry, Local 512; New Brunswick Regional Council of Carpenters, Millwrights and Allied Workers, Local 2262	17
Revenue Properties Company Limited, Saint John	Canadian Union of Public Employees, Local 3102	3
Restigouche Residential Agency Inc., Campbellton	Canadian Union of Public Employees, Local 3569	14

Employer and Location	Union	Page
Safway Scaffold Services Inc., Saint John	New Brunswick Regional Council of Carpenters, Millwrights and Allied Workers, Local 1386	**6**
Saint John Construction Association	Construction & General Labourers, Local 900	**6**
Saint John Construction Association	Construction & General Labourers, Local 900	**7**
Saint John Construction Association	International Union of Bricklayers and Allied Craftworkers, Local 8	**8**
Saint John Construction Association Inc.	International Union of Operating Engineers, Local 946	**9**
Saint John Construction Association Inc., Saint John	International Union of Operating Engineers, Local 946	**10**
Ville de Shippagan, Shippagan	Canadian Union of Public Employees, Local 1470	**20**

DEFINITIONS

AVERAGE RATE:

The rate of pay the nearest to the average of the lowest and highest rate of pay a permanent full-time employees could earn at the termination of the previous agreement.

BASE RATE:

The straight-time rate of pay per hour, excluding premiums, incentive bonuses, etc. This is not necessarily the lowest rate nor the highest rate but usually an established benchmark rate by the parties for purposes of negotiations.

LOWEST RATE:

Lowest rate of pay a permanent full-time employee could earn at the termination of the previous agreement.

WEIGHTED AVERAGE:

This arithmetic means, dependent on the composition of the work force, is established prior to negotiations and is generated by calculating the actual total wage cost for all employees covered by the settlement and dividing said cost by the number of employees.

GLOSSARY OF COST OF LIVING ALLOWANCE (COLA) TERMS

C.P.I.: Consumer Price Index

COST OF LIVING ESCALATOR OR COST OF LIVING ALLOWANCE (COLA):

A cost of living escalator or COLA is a clause in a collective agreement which adjusts wage (or salary) rates reflecting changes in the specified price index. All have a formula which converts changes in a CPI into wage changes. It is designed to off-set erosion of real wage levels by inflation.

CAP OR MAXIMUM:

A capped formula makes adjustments to hourly rates according to CPI changes but provides a maximum for each contract year or the cap may limit escalation over the contract term as a whole; e.g. capped at $0.05 per quarter and capped at $0.15 per year.

GUARANTEED:

Some cost of living clauses guarantee that a certain increase will be granted by a certain date. If the CPI movement has not generated the guaranteed increase under the formula then that increase automatically comes into effect on the specified date.

TRIGGERED FORMULA:

A triggered formula does not operate until (usually percentage) change in the CPI brings the formula into operation. For example in a two-year collective agreement a triggered formula might grant $0,01 for each 0,5 change in the CPI after the index has risen a full 10,0 %. Often the formula must be re-triggered in each contract year. For example, the formula operated after a 10,0 % increase in the CPI has occurred in any contract year.

SETTLEMENTS

ADMINISTRATIVE AND SUPPORT, WASTE MANAGEMENT AND REMEDIATION SERVICES

Revenue Properties Company Limited, Saint John and the Canadian Union of Public Employees, Local 3102

Reference number: R-061-01

36 months (2002 01 01 to 2004 12 31)

Date previous settlement expired: 2001 12 31

Date settlement was reached: 2002 02 08

Wages: Lowest Rate: Cleaner - $14.16 per hour

Increases:

effective date	general increase
2002 01 01	2.0%
2003 01 01	2.5%
2004 01 01	2.8%

Paid Holidays:

Previous	1 floating holiday
New	2 floating holidays

CONSTRUCTION

Mechanical Contractors Association of N.B. Inc. and the Sheet Metal Workers International Association, Local 437

Reference number: N-031-13

31 months (2003 05 20 TO 2005 12 31)

Date previous settlement expired: 2002 09 30

Date settlement was reached: 2003 05 20

Geographical Scope: Counties of Gloucester, Northumberland and Restigouche

Wages: Cost to the employer per employee per hour worked:

Industrial	Effective Dates			
	Previous	2003 05 26	2004 01 01	2005 01 01
Journeyman	$25.05	$25.85	$26.68	$27.54
Vacation	$3.01	$3.11	$3.21	$3.31
Health & Welfare	$1.86	$1.86	$1.86	$1.86
Training	$0.14	$0.14	$0.14	$0.14
Promotion	$0.05	$0.05	$0.05	$0.05
Administration	$0.20	$0.13	$0.13	$0.13
TOTALS	$30.31	$31.14	$32.07	$33.02

Commercial	Effective Dates			
	Previous	2003 05 26	2004 01 01	2005 01 01
Journeyman	$17.26	$18.02	$18.81	$19.64
Vacation	$2.07	$2.17	$2.26	$2.36
Health & Welfare	$1.86	$1.86	$1.86	$1.86
Pension	$0.14	$0.14	$0.14	$0.14
Administration	$0.20	$0.13	$0.13	$0.13
TOTALS	$21.58	$22.37	$23.25	$24.18

Residential	Effective Dates			
	Previous	2003 05 26	2004 01 01	2005 01 01
Journeyman	$10.99	$12.45	$12.88	$13.32
Vacation	$1.32	$1.50	$1.55	$1.60
Health & Welfare	$1.39	$1.86	$1.86	$1.86
Pension	$0.14	$0.14	$0.14	$0.14
Training	$0.05	$0.05	$0.05	$0.05
Administration	$0.20	$0.13	$0.13	$0.13
TOTALS	$14.09	$16.13	$16.61	$17.10

Mechanical Contractors Association of N.B. Inc., Moncton and the Sheet Metal Workers International Association, Local 437

Reference number: N-031-14

33 months (2003 04 14 to 2005 12 31)

Date previous settlement expired: N/A

Date settlement was reached: 2003 09 18

Geographical Scope: Counties of Albert, Westmorland and Kent

Wages: Cost to the employer per employee per hour worked:

Industrial	Effective Dates			
	Previous	2003 04 13	2004 01 01	2005 01 01
Journeyman	$19.35	$20.09	$20.85	$21.64
Vacation	$1.94	$2.01	$2.09	$2.17
Health & Welfare	$1.86	$1.86	$1.86	$1.86
Training	$0.07	$0.07	$0.07	$0.07
TOTALS	$23.22	$24.03	$24.87	$25.74

Safway Scaffold Services Inc., Saint John and the New Brunswick Regional Council of Carpenters, Millwrights and Allied Workers, Local 1386

Reference number: S-231-01

36months (2003 09 08 to 2006 08 31)

Date previous settlement expired: First Time Agreement

Date settlement was reached: 2003 08 08

Wages:

Increases:

effective date	general increase
2004 09 08	CPI + 1% to a maximum of 4%
2005 09 08	CPI + 1% to a maximum of 4%

Saint John Construction Association Inc. and Construction and General Labourers, Local 900

Reference number: S-042-23

33 months (2003 10 16 to 2006 06 30)

Date previous settlement expired: 2003 06 30

Date settlement was reached: 2003 10 06

Geographical Scope: Counties of Saint John, Kings, Queens and Charlotte

Wages: Cost to the employer per employee per hour worked:

Commercial	Effective Dates			
	Previous	**2003 10 06**	**2004 07 01**	**2005 07 01**
Journeyman	$13.49	$13.67	CPI + 1% to a maximum of 4% on the total package	CPI + 1% to a maximum of 4% on the total package
Vacation	$1.21	$1.23	CPI + 1% to a maximum of 4% on the total package	CPI + 1% to a maximum of 4% on the total package
Health & Welfare	$1.26	$1.46	CPI + 1% to a maximum of 4% on the total package	CPI + 1% to a maximum of 4% on the total package
Pension	$1.20	$1.30	CPI + 1% to a maximum of 4% on the total package	CPI + 1% to a maximum of 4% on the total package
Training	$0.34	$0.40	CPI + 1% to a maximum of 4% on the total package	CPI + 1% to a maximum of 4% on the total package
TOTALS	$17.50	$18.06		

Saint John Construction Association Inc. and Construction and General Labourers, Local 900

Reference number: S-042-33

33 months (2003 10 16 to 2006 06 30)

Date previous settlement expired: 2003 06 30

Date settlement was reached: 2003 10 06

Geographical Scope: Counties of Saint John, Kings, Queens and Charlotte

Wages: Cost to the employer per employee per hour worked:

Industrial	Effective Dates			
	Previous	**2003 10 06**	**2004 07 01**	**2005 07 01**
Journeyman	$16.91	$17.20	CPI + 1% to a maximum of 4% on the total package	CPI + 1% to a maximum of 4% on the total package
Vacation	$1.52	$1.55	CPI + 1% to a maximum of 4% on the total package	CPI + 1% to a maximum of 4% on the total package
Health & Welfare	$1.26	$1.46	CPI + 1% to a maximum of 4% on the total package	CPI + 1% to a maximum of 4% on the total package
Pension	$1.20	$1.30	CPI + 1% to a maximum of 4% on the total package	CPI + 1% to a maximum of 4% on the total package
Training	$0.34	$0.40	CPI + 1% to a maximum of 4% on the total package	CPI + 1% to a maximum of 4% on the total package
TOTALS	$21.23	$21.91		

Saint John Construction Association Inc., Saint John and the International Union of Bricklayers & Allied Craftworkers, Local 8

Reference number: S-042-32

35 months (2003 09 08 to 2006 07 31)

Date previous settlement expired: N/A

Date settlement was reached: 2003 09 08

Geographical Scope: Counties of Charlotte, Kings, Saint John

Wages: Cost to the employer per employee per hour worked:

Industrial	Effective Dates			
	Previous	**2003 09 08**	**2004 08 01**	**2005 08 01**
Journeyman	$23.19	$23.19	$23.51	CPI + 1% to a maximum of 4%
Vacation	$2.55	$2.55	$2.59	
Health & Welfare	$1.10	$1.30	$1.30	
Pension	$1.50	$2.00	$2.50	
Promotion Fund	$0.55	$0.60	$0.65	
TOTALS	$28.89	$29.64	$30.55	

Commercial	Effective Dates			
	Previous	**2003 09 08**	**2004 08 01**	**2005 08 01**
Journeyman	$22.44	$22.44	$22.76	CPI + 1% to a maximum of 4%
Vacation	$2.47	$2.47	$2.50	
Health & Welfare	$1.10	$1.30	$1.30	
Pension	$1.50	$2.00	$2.50	
Promotion Fund	$0.55	$0.60	$0.65	
TOTALS	$28.06	$28.81	$29.71	

Saint John Construction Association Inc., Saint John and the International Union of Operating Engineers, Local 946

Reference number: S-042-30

31 months (2003 11 17 to 2006 06 30)

Date previous settlement expired: 2003 06 30

Date settlement was reached: 2003 11 17

Geographical Scope: Province-wide

Wages: Cost to the employer per employee per hour worked:

Commercial Water & Sewer	Effective Dates			
	Previous	**2003 11 17**	**2004 07 01**	**2005 07 01**
Group 3	$16.73	$17.03	CPI + 1% to a maximum of 4% on the total package	CPI + 1% to a maximum of 4% on the total package
Vacation	$2.34	$2.38	CPI + 1% to a maximum of 4% on the total package	CPI + 1% to a maximum of 4% on the total packagae
Health & Welfare	$1.63	$1.81	CPI + 1% to a maximum of 4% on the total package	CPI + 1% to a maximum of 4% on the total package
Pension	$2.75	$3.00	CPI + 1% to a maximum of 4% on the total package	CPI + 1% to a maximum of 4% on the total package
Training	$0.35	$0.35	CPI + 1% to a maximum of 4% on the total package	CPI + 1% to a maximum of 4% on the total package
TOTALS	$23.76	$24.52		

Saint John Construction Association Inc., Saint John and the International Union of Operating Engineers, Local 946

Reference number: S-042-04

31 months (2003 11 17 to 2006 06 30)

Date previous settlement expired: 2003 06 30

Date settlement was reached: 2003 11 17

Geographical Scope: Province-wide

Wages: Cost to the employer per employee per hour worked:

Industrial	Effective Dates			
	Previous	**2003 11 17**	**2004 07 01**	**2005 07 01**
Group 3	$19.86	$20.24	CPI + 1% to a maximum of 4%	CPI + 1% to a maximum of 4%
Vacation (14%)	$2.78	$2.83	CPI + 1% to a maximum of 4%	CPI + 1% to a maximum of 4%
Health & Welfare	$1.63	$1.81	CPI + 1% to a maximum of 4%	CPI + 1% to a maximum of 4%
Pension	$2.75	$3.00	CPI + 1% to a maximum of 4%	CPI + 1% to a maximum of 4%
Training	$0.35	$0.35	CPI + 1% to a maximum of 4%	CPI + 1% to a maximum of 4%
TOTALS	$27.37	$28.23		

HEALTH CARE AND SOCIAL SERVICES

Canadian Blood Services, New Brunswick Centre, Saint John and the Canadian Union of Public Employees, Local 1655

Reference number: R-029-01

36 months (2002 01 01 to 2004 12 31)

Date previous settlement expired: 2001 12 31

Date settlement was reached: 2003 05 22

Wages: Lowest rate – Clinical Assistant (starting) - $13.13

Increases:

effective date	general increase
2002 01 01	2.5%
2003 07 01	1.5%
2004 01 01	me too*
2004 07 01	me too*
* General wage increases will be based on percentage or fixed amount agreed between Board of Management and CUPE, Local 1252	

Uniform Allowance: (NEW)

An employee required to wear a uniform not supplied by the Employer shall receive an allowance of $250.00 per annum.

Safety Boots & Glove Allowance (per annum):

Drivers	
Previous	**New**
$100.00	$150.00

Clinical Assistants & Phlebotomists	
Previous	**New**
None	$75.00

Meal Allowance:

	Previous	New
Breakfast	$6.00	$6.00
Lunch	$7.00	$8.25
Dinner	$14.50	$15.75

Jobs Unlimited Inc., Fredericton and the Canadian Union of Public Employees, Local 3471

Reference number: J-020-01

36 months (2003 05 01 to 2006 04 30)

Date previous settlement expired: 2003 04 30

Date settlement was reached: 2003 09 10

Wages: Lowest rate – General Worker - $7.35

Increases:

effective date	general increase
2003 05 01	2%
2004 05 01	2%
2005 05 01	2%

Family Responsibility Leave: (NEW)

Shall be available for employees to meet responsibilities related to the health, care or education of a person in a close family relationship. Employees will be allowed up to 4 paid days in each year, available by way of deduction from accumulated sick leave.

Travel Expenses:

Previous	New
$0.25 per km	$0.31 per km

Restigouche Residential Agency Inc., Campbellton and the Canadian Union of Public Employees, Local 3569

Reference number: R-073-01

48 months (2003 05 01 to 2007 04 30)

Date previous settlement expired: 2003 04 30

Date settlement was reached: 2003 12 03

Wages: Lowest rate – Support Workers II (starting) - $9.14 per hour.

Increases:

effective date	general increase
2003 05 01	0 – 5%*
2004 05 01	0%
2005 05 01	5%
2006 05 01	1 – 1.5%*
* depending on classification	

Sick Leave:

Previous (maximum)	30 days
New (maximum)	40 days

MANUFACTURING

Blackville Lumber, Blackville and the Communications, Energy & Paperworkers Union, Local 144

Reference number: B-173-01

48 months (2002 11 01 to 2006 10 31)

Date previous settlement expired: 2002 10 31

Date settlement was reached: 2003 09 09

Wages: Lowest Rate – Clean-up - $12.18 per hour.

Increases:

effective date	general increase
2001 1101	1.5%
2002 11 01	1.5%
2004 11 01	2.0%
2005 11 01	2.0%

Cercueils Alliance Caskets Inc., Edmundston and the United Brotherhood of Carpenters & Joiners of America, Local 1386

Reference number: A-172-01

36 months (2003 10 06 to 2006 09 06)

Date previous settlement expired: First Time Agreement

Date settlement was reached: 2003 10 06

Wages:

Increases:

effective date	hourly increase
2004 10 01	$0.30
2005 10 01	$0.30

Grand Lake Timber, Chipman and the Communications, Energy & Paperworkers Union, Local 104

Reference number: G-077-02

60 months (2003 01 01 to 2007 12 31)

Date previous settlement expired: 2002 12 31

Date settlement was reached: N/A

Wages: Lowest Rate – Labourer/Finger Jointer Operator - $12.51

Increases:

effective date	general increase
2003 01 01	2.5%
2004 01 01	2.5%
2005 01 01	2.5%
2006 01 01	2.5%
2007 01 01	2.5%

Call In:

An employee who has left the premises and is called back to work shall receive a minimum call in pay equal to 3½ (3) hours of work at his regular rate.

Noranda Inc., Brunswick Smelter, Bulk Handling Operations, Belledune and the Communications, Energy & Paperworkers, Local 768, International Brotherhood of Electrical Workers, Local 1150, United Association of Journeymen & Apprentices of the Plumbing & Pipefitting Industry, Local 512, New Brunswick Regional Council of Carpenters, Millwrights and Allied Workers, Local 2262

Reference number: B-009-04

36 months (2003 04 01 to 2006 03 31)

Date previous settlement expired: 2003 03 31

Date settlement was reached: 2003 06 27

Wages: Lowest Rate – Class 14 (System Operator) - $21,235.00

Increases:

effective date	hourly increase
2003 04 01	$0.11

COLA:

An amount proportional to a percentage by which CPI exceeds 4% for the periods of January 2004 to January 2005 and January 2005 to January 2006.

NY Thermal Inc., Sussex and the Communications, Energy & Paperworkers Union, Local 49N

Reference number: N-051-02

36 months (2003 02 01 to 2006 01 31)

Date previous settlement expired: 2003 01 31

Date settlement was reached: 2003 07 02

Wages: Lowest Rate – Final Assembler II - $8.22 per hour.

Increases:

effective date	hourly increase
2003 02 01	$0.40 - $0.55*
2004 02 01	$0.40 - $0.45*
2005 02 01	$0.40 - $0.50*
* depending on classification	

Work Boot Allowance:

Previous	2003	2004	2005
$100.00	$120.00	$130.00	$140.00

Christmas Bonus:

Previous	$35.00
New	$100.00

PUBLIC ADMINISTRATION

City of Dieppe and the Canadian Union of Public Employees, Local 3515

Reference number: D-029-03

36 months (2003 04 11 to 2006 04 10)

Date previous settlement expired: 2003 04 10

Date settlement was reached: N/A

Wages: Lowest Rate: Fireman (certified) - $21.34 per hour.

Increases:

effective date	general increase
2003 04 11	2.9%
2004 04 11	2.9%
2005 04 11	2.9%

Pension Plan:

The City's contribution shall match the employee's up to a maximum of 6.5% (6%).

Service Pay: (to be paid each year)

Years of Service	Previous	New
After 1 year	$60.00	$80.00
After 5 years	$85.00	$105.00
After 10 years	$145.00	$165.00
After 15 years	---	$220.00
After 20 years	$270.00	$290.00
After 25 years	$320.00	$340.00

Vacation:

Years of Service	Previous # of shifts	New # of shifts
After 1 year	5	5
After 7 years	7	7
After 13 years	9	9
After 20 years	--	--
After 25 years	10	10

Ville de Shippagan, Shippagan and the Canadian Union of Public Employees, Local 1470

Reference number: S-123-03

48 months (2003 01 01 to 2006 12 31)

Date previous settlement expired: 2003 09 16

Date settlement was reached: N/A

Wages: Lowest Rate: Officer in charge II (Leisure) - $13.79 per hour.

Increases:

effective date	general increase
2003 01 01	3%
2004 01 01	3%
2005 01 01	3%
2006 01 01	3%

Shift Differential (NEW):

$0.20 a quarter of the afternoon will be scheduled between 4:00 pm and midnight or from 5:00 pm to 1:00 am.

Cost of Living:

	OLD	NEW
Monday to Friday	$1.50	$1.60
Saturday, Sunday and Holidays	$2.00	$2.00
Holidays		$2.10

Clothing:

	OLD	NEW
Safety Boots	$125.00	$135.00

RETAIL TRADE

Lounsbury Company Limited, Miramichi and the International Association of Machinists and Aerospace Workers, Local Lodge 2418

Reference number: L-094-01

35 months (2003 09 26 to 2006 08 31)

Date previous settlement expired: 2003 05 31

Date settlement was reached: 2003 09 26

Wages: Lot Person - $7.43 per hour.

Increases:

effective date	general increase
2003 06 01	1.5%
2004 06 01	1.75%
2005 06 01	2.0%

Vacation:

Previous	
Years of Service	**Allowance**
less than 1 year	2 weeks (prorated) & 4%
more than 1 year and less than 10 years	2 weeks & 4%
more than 10 years and less than 19	3 weeks & 6%
more than 20 years	4 weeks & 8%

New	
Years of Service	**Allowance**
less than 1 year	2 weeks (prorated) & 4%
more than 1 year and less than 5 years	2 weeks & 4%
more than 5 years and less than 15 years	3 weeks & 6%
more than 16 years	4 weeks & 8%

Signing Bonus:

$150.00

GRIEVANCE ARBITRATION AWARDS

Reference Number: E-018-02/2003-02

City of Edmundston and the Canadian Union of Public Employees, Local 558

Issue: Hiring/filling position

Award: Grievance Dismissed

Date of Award: October 2, 2003

Number of Pages: 11

Arbitrator: John D. Larlee, Q.C

Language of Decision: French

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Reference Number: F-061-03/2003-01

City of Fredericton and International Association of Firefighters, Local 1053

Issue: Hiring/filling position

Award: Grievance Allowed

Date of Award: October 29, 2003

Number of Pages: 26

Arbitrator: John D. Larlee, Q.C.

Language of Decision: English

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Reference Number: R-029-01/2003-01

Canadian Blood Services and the Canadian Union of Public Employees, Local 1655

Issue: Overtime

Award: Grievance Allowed

Date of Award: September 8, 2003

Number of Pages: 15

Arbitrator: Raymond P. Gorman

Language of Decision: English

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Reference Number: A-172-01/2003-01

Cercueils Alliance Casket Inc. and the United Brotherhood of Carpenters & Joiners of America, Local 1386

Issue: First Agreement

Award: Rendered

Date of Award: N/A

Number of Pages: 5

Arbitrator: Phillippe J. Morneault

Language of Decision: French

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Reference Number: L-115-01/2002-01

Loch Lomond Villa Inc. and the New Brunswick Government Employees Union, Local 5

Issue: Wages

Award: Grievance Allowed

Date of Award: September 8, 2003

Number of Pages: 14

Arbitrator: Raymond P. Gorman

Language of Decision: English

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Reference Number: M-178-09/2001-03

Miramichip Pulp & Paper Inc. and the Communications, Energy & Paperworkers Union of Canada, Local 689

Issue: Overtime

Award: Grievance Allowed

Date of Award: November 6, 2003

Number of Pages: 11
Arbitrator: John D. Larlee, Q.C.

Language of Decision: English

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Reference Number: G-023-02/2003-01

Town of Grand Falls and the Canadian Union of Public Employees, Local 1847

Issue: Filling position(s)

Award: Grievance Allowed

Date of Award: October 15, 2003

Number of Pages: 12

Arbitrator: Pierre Arsenault

Language of Decision: English

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Reference Number: S-081-02/2003-01

Town of Shediac and the Canadian Union of Public Employees, Local 1773

Issue: Seniority

Award: Dismissed

Date of Award: October 15, 2003

Number of Pages: 13

Arbitrator: John D. Larlee, Q.C.

Language of Decision: French

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Reference Number: S-081-02/2003-02

Town of Shediac and the Canadian Union of Public Employees, Local 1773

Issue: Part-time employee

Award: Grievance Dismissed

Date of Award: October 15, 2003

Number of Pages: 13

Arbitrator: John D. Larlee, Q.C.

Language of Decision: French

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Reference Number: W-054-01/2003-01

Weyerhaeuser Company Limited and the Communications, Energy & Paperworkers Union of Canada, Local 181

Issue: Management Rights

Award: Grievance Allowed

Date of Award: October 31, 2003

Number of Pages: 27

Arbitrator: Brian Bruce

Language of Decision: English

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Reference Number: Y-002-12/2003-01

York Steel Inc. and the International Association of Bridge, Structural, Ornamental and Reinforcing Ironworkers, Local 809

Issue: Vacation pay/entitlement

Award: Grievance Dismissed

Date of Award: August 22, 2003

Number of Pages: 11

Arbitrator: Donald MacLean

Language of Decision: English

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APPENDICES

Summary of Charts and Table

CHART 1

COLA's in New Brunswick
(October 1st – December 31st, 2003)

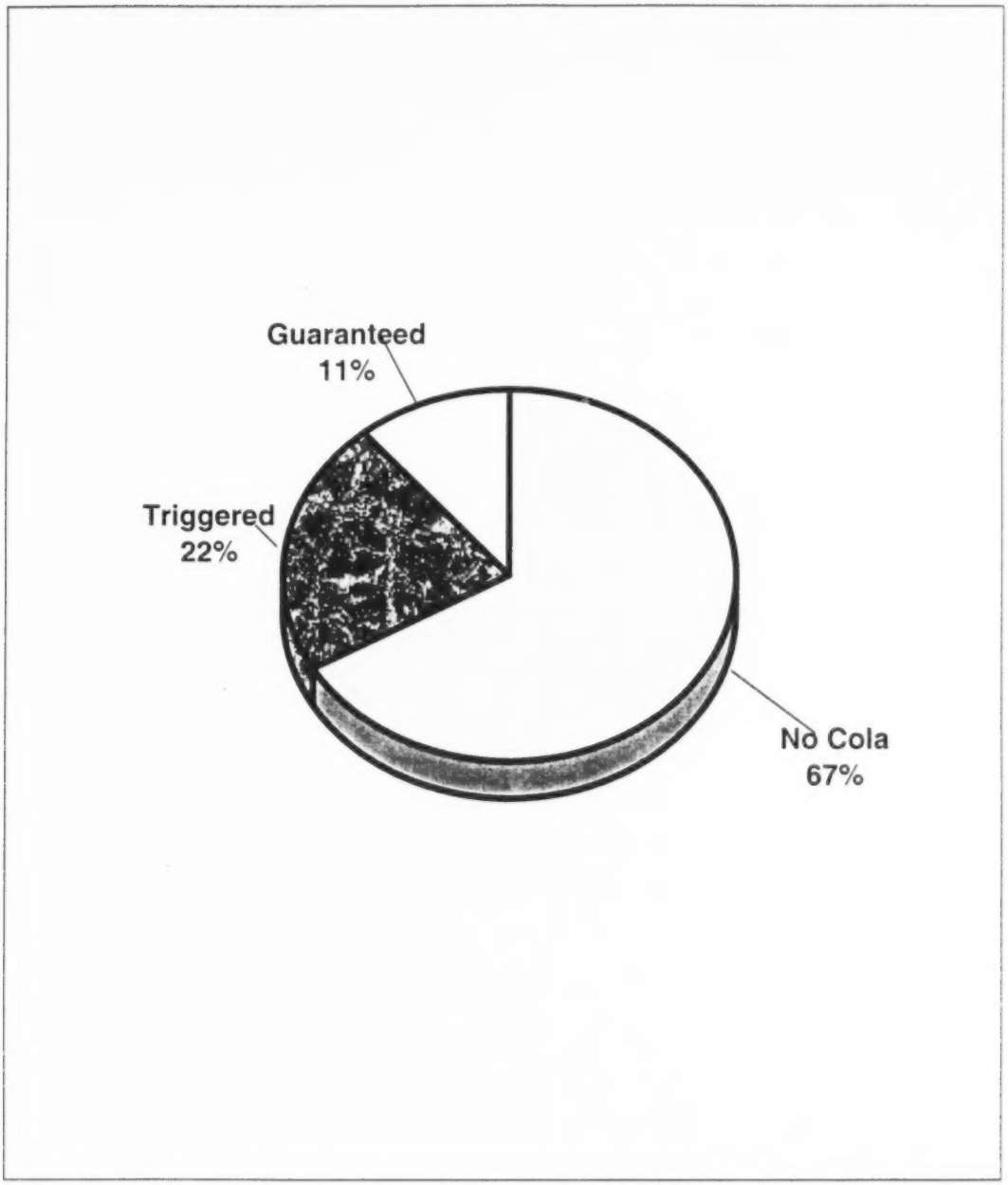

CHART 2

Average Duration in Months of Collective Agreements (October 1st – December 31st, 2003)

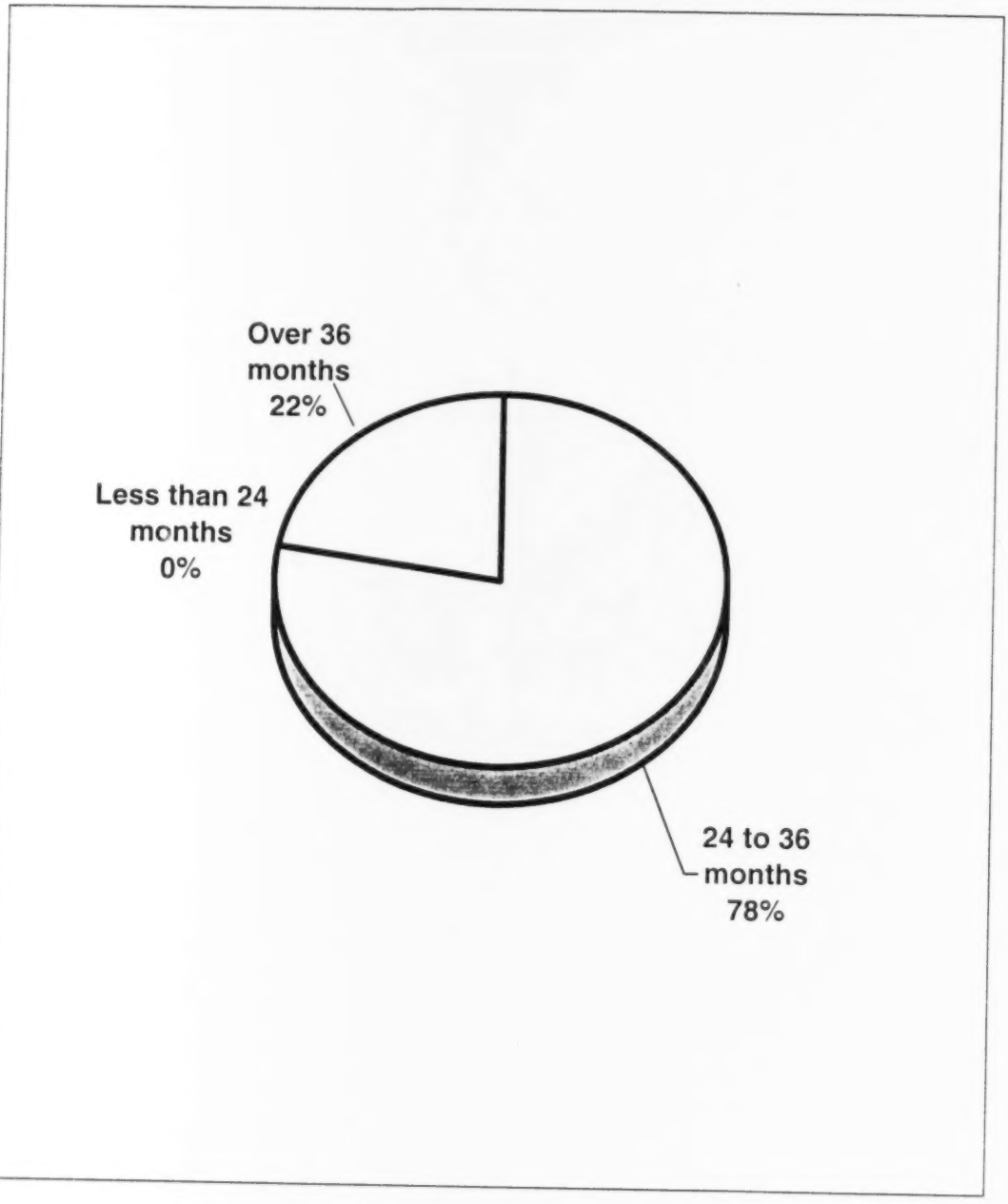

TABLE I

Wage Increase by Industry

(October 1st – December 31st, 2003)

INDUSTRY[1]	Number of Current Settlements	Number of employees covered	Average increase	
			$ hour	%
Administration & Support, Waste Management & Remediation Services	1	6	0.35	2.47
Construction	7	453	0.32	1.81
Health Care & Social Assistance	3	140	0.18	1.87
Manufacturing	4	475	0.30	2.51
Public Administration	2	20	0.56	3.05
Retail Trade	1	20	0.13	1.79
TOTAL	**18**	**1127**	**0.29**	**2.12**

1 Agreements are categorized according to the North American Industry Classification (Statistics Canada, 1997) which classifies a business according to the principal commodity produced.

NOTE: First time agreements are not reflected in the above table.

For further information on "North American Industry Classification" see
http://www.statcan.ca/english/Subjects/Standard/naics/2002/naics02-menu.htm